United States Coast Guard

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act Last Updated: 31 JANUARY 2004

EEO COMPLAINT DATA						
I. Number of Complaints	FY	FY	FY	FY	FY	FY
-	2004	2003 59	2002	2001	2000	1999
A. Pending at the beginning of the FY	30	• /	99	109	109	115
B. Filed during the FY C. Pending, at any time, during the FY	5	33	45	70	63	60
C. Fending, at any time, during the F1	35	92 EX	144	179	172	175
II. Number of Complainants	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
A. Who had a complaint pending at start of FY	26	48	N/A	N/A	N/A	N/A
B. Who filed a complaint during this FY	5	33	N/A	N/A	N/A	N/A
C. Who had a complaint pending at any time during this FY	31	81	113	127	117	119
III. Breakdown of all Complaints filed during this FY by basis and issue	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
A. Complaints filed during the FY broken down by basis:	2004	2003	2002	2001	2000	1)))
1. Race:	3	12	15	26	31	17
a. American Indian/Alaskan Native:	0	0	0	0	2	3
b. American Asian/Pacific Islander:	1	3	0	2	4	1
c. Black:	2	8	14	21	23	10
d. White:	0	1	1	3	2	3
2. Color:	0	6	7	8	7	5
3. Sex:	3	9	11	30	29	20
a. Male:	2	3	5	5	4	8
b. Female:	1	6	6	25	25	12
4. Age:	1	9	11	10	26	21
5. Religion:	1	0	2	8	1	1
6. Reprisal:	2	12	16	26	47	37
7. National Origin:	1	2	6	8	11	9
a. Hispanic:	1	0	3	1	5	8
b. Other:	0	2	3	7	6	1
8. Equal Pay Act:	0	0	1	0	0	0
a. Male:	0	0	1	0	0	0
b. Female:	0	0	0	0	0	0
9. Disability:	0	3	14	12	15	14
B. Complaints filed during the FY broken down by issue:						
1. Appointment/Hire:	0	0	0	0	6	3
2. Assignment of Duties:	1	1	2	0	8	6
3. Awards:	0	0	0	1	0	1
4. Conversion to Full Time:	0	0	0	0	0	0
5. Disciplinary Action:	0	1	1	5	10	14
a. Demotion:	0	0	0	2	0	0
b. Reprimand:	0	0	1	1	4	4
c. Suspension:	0	1	0	2	5	5
d. Removal:	0	0	0	0	0	0

1 A 1 Maria	0	0	0	0	1	_
e. Other:	0	0	0	0	1	5
6. Duty Hours:	1	1	0	0	2	7
7. Evaluation/Appraisal:	2	4	3	1	19	22
8. Examination/Test:	0	0	2	0	0	0
9. Harassment:	0	6	13	30	34	33
a. Non-sexual:	1	6	12	25	31	31
b. Sexual:	2	0	1	5	3	2
10. Medical Examination:	0	0	0	0	0	0
11. Pay Including Overtime:	0	1	1	0	0	0
12. Promotion/Non-Selection:	2	5	12	14	21	14
13. Reassignment:	1	1	1	2	2	0
a. Denied:	1	0	0	1	2	0
b. Directed:	1	1	1	1	0	0
14. Reasonable Accommodation:	0	1	1	0	1	0
15. Reinstatement:	0	0	0	0	0	0
16. Retirement:	1	0	0	0	0	0
17. Termination:	0	3	3	4	9	3
18. Terms/Conditions of Employment:	0	3	3	10	17	4
19. Time and Attendance:	0	2	0	10	18	1
						_
20. Training: 21. Other:	0	0	0	0	4	0
	0	0	3	2	16	17
IV. Time measurements – All complaints pending at any time during the	FY	FY	FY	FY	FY	FY
FY	2004	2003	2002	2001	2000	1999
_		2000	2002	2001	2000	
A. Average number of days for Counseling:					2000	
B. Average number of days for Investigation:	186	219	225	242	359	446
B. Average number of days for Investigation: C. Average number of days for Final Agency Decision:						
B. Average number of days for Investigation:						
B. Average number of days for Investigation: C. Average number of days for Final Agency Decision:	186	219	225	242	359	446
B. Average number of days for Investigation: C. Average number of days for Final Agency Decision: 1. Without a Hearing:	186	219	225	242 335	359 568	446 327
B. Average number of days for Investigation: C. Average number of days for Final Agency Decision: 1. Without a Hearing: 2. With a Hearing:	186 325 346	219 151 764	225 261 439	242 335 785	359 568 793	327 378
B. Average number of days for Investigation: C. Average number of days for Final Agency Decision: 1. Without a Hearing: 2. With a Hearing: D. Total Number of Complaints Dismissed:	186 325 346 3	219 151 764 13	225 261 439 15	242 335 785 27	359 568 793 19	327 378 41
B. Average number of days for Investigation: C. Average number of days for Final Agency Decision: 1. Without a Hearing: 2. With a Hearing: D. Total Number of Complaints Dismissed:	186 325 346 3 55	219 151 764 13 267	225 261 439 15 139	242 335 785 27 70	359 568 793 19 201	327 378 41 236
B. Average number of days for Investigation: C. Average number of days for Final Agency Decision: 1. Without a Hearing: 2. With a Hearing: D. Total Number of Complaints Dismissed: E. Average number of days from Receipt to Dismissal:	186 325 346 3 55 FY	219 151 764 13 267 FY	225 261 439 15 139 FY	242 335 785 27 70 FY	359 568 793 19 201 FY	327 378 41 236 FY
B. Average number of days for Investigation: C. Average number of days for Final Agency Decision: 1. Without a Hearing: 2. With a Hearing: D. Total Number of Complaints Dismissed: E. Average number of days from Receipt to Dismissal: V. Final agency actions finding discrimination during the FY broken down	186 325 346 3 55 FY 2004	219 151 764 13 267 FY 2003	225 261 439 15 139 FY 2002	242 335 785 27 70 FY 2001	359 568 793 19 201 FY 2000	327 378 41 236 FY 1999
B. Average number of days for Investigation: C. Average number of days for Final Agency Decision: 1. Without a Hearing: 2. With a Hearing: D. Total Number of Complaints Dismissed: E. Average number of days from Receipt to Dismissal: V. Final agency actions finding discrimination during the FY broken down by hearing/no hearing and basis/issue. A. Total number of final agency actions (decisions) finding discrimination	186 325 346 3 55 FY 2004	219 151 764 13 267 FY 2003	225 261 439 15 139 FY 2002	242 335 785 27 70 FY 2001 #%	359 568 793 19 201 FY 2000	446 327 378 41 236 FY 1999 # %
B. Average number of days for Investigation: C. Average number of days for Final Agency Decision: 1. Without a Hearing: 2. With a Hearing: D. Total Number of Complaints Dismissed: E. Average number of days from Receipt to Dismissal: V. Final agency actions finding discrimination during the FY broken down by hearing/no hearing and basis/issue. A. Total number of final agency actions (decisions) finding discrimination during the FY	186 325 346 3 55 FY 2004 #%	219 151 764 13 267 FY 2003 #%	225 261 439 15 139 FY 2002 #%	242 335 785 27 70 FY 2001 #%	359 568 793 19 201 FY 2000 #%	327 378 41 236 FY 1999 #%
B. Average number of days for Investigation: C. Average number of days for Final Agency Decision: 1. Without a Hearing: 2. With a Hearing: D. Total Number of Complaints Dismissed: E. Average number of days from Receipt to Dismissal: V. Final agency actions finding discrimination during the FY broken down by hearing/no hearing and basis/issue. A. Total number of final agency actions (decisions) finding discrimination	186 325 346 3 55 FY 2004 #%	219 151 764 13 267 FY 2003 # %	225 261 439 15 139 FY 2002 # %	242 335 785 27 70 FY 2001 #%	359 568 793 19 201 FY 2000 #%	446 327 378 41 236 FY 1999 # %
B. Average number of days for Investigation: C. Average number of days for Final Agency Decision: 1. Without a Hearing: 2. With a Hearing: D. Total Number of Complaints Dismissed: E. Average number of days from Receipt to Dismissal: V. Final agency actions finding discrimination during the FY broken down by hearing/no hearing and basis/issue. A. Total number of final agency actions (decisions) finding discrimination during the FY B. Decisions finding discrimination without a hearing: C. Decisions finding discrimination without a hearing broken down by basis:	186 325 346 3 55 FY 2004 #%	219 151 764 13 267 FY 2003 #%	225 261 439 15 139 FY 2002 #%	242 335 785 27 70 FY 2001 #%	359 568 793 19 201 FY 2000 #%	327 378 41 236 FY 1999 #%
B. Average number of days for Investigation: C. Average number of days for Final Agency Decision: 1. Without a Hearing: 2. With a Hearing: D. Total Number of Complaints Dismissed: E. Average number of days from Receipt to Dismissal: V. Final agency actions finding discrimination during the FY broken down by hearing/no hearing and basis/issue. A. Total number of final agency actions (decisions) finding discrimination during the FY B. Decisions finding discrimination without a hearing: C. Decisions finding discrimination without a hearing broken down by basis: 1. Race:	186 325 346 3 55 FY 2004 #% 0	219 151 764 13 267 FY 2003 #% 0	225 261 439 15 139 FY 2002 #% 0	242 335 785 27 70 FY 2001 #% 2/100% 0	359 568 793 19 201 FY 2000 #%	327 378 41 236 FY 1999 # %
B. Average number of days for Investigation: C. Average number of days for Final Agency Decision: 1. Without a Hearing: 2. With a Hearing: D. Total Number of Complaints Dismissed: E. Average number of days from Receipt to Dismissal: V. Final agency actions finding discrimination during the FY broken down by hearing/no hearing and basis/issue. A. Total number of final agency actions (decisions) finding discrimination during the FY B. Decisions finding discrimination without a hearing: C. Decisions finding discrimination without a hearing broken down by basis: 1. Race: a. American Indian/Alaskan Native:	186 325 346 3 55 FY 2004 #% 0 0	219 151 764 13 267 FY 2003 #% 0 0	225 261 439 15 139 FY 2002 #% 0 0	242 335 785 27 70 FY 2001 #% 2/100% 0	359 568 793 19 201 FY 2000 #% 1/100% 0	327 378 41 236 FY 1999 # % 2/100% 0
B. Average number of days for Investigation: C. Average number of days for Final Agency Decision: 1. Without a Hearing: 2. With a Hearing: D. Total Number of Complaints Dismissed: E. Average number of days from Receipt to Dismissal: V. Final agency actions finding discrimination during the FY broken down by hearing/no hearing and basis/issue. A. Total number of final agency actions (decisions) finding discrimination during the FY B. Decisions finding discrimination without a hearing: C. Decisions finding discrimination without a hearing broken down by basis: 1. Race:	186 325 346 3 55 FY 2004 #% 0 0 0	219 151 764 13 267 FY 2003 # % 0 0 0	225 261 439 15 139 FY 2002 # % 0 0 0	242 335 785 27 70 FY 2001 #% 2/100% 0 0	359 568 793 19 201 FY 2000 # % 1/100% 0 0	327 378 41 236 FY 1999 # % 2/100% 0
B. Average number of days for Investigation: C. Average number of days for Final Agency Decision: 1. Without a Hearing: 2. With a Hearing: D. Total Number of Complaints Dismissed: E. Average number of days from Receipt to Dismissal: V. Final agency actions finding discrimination during the FY broken down by hearing/no hearing and basis/issue. A. Total number of final agency actions (decisions) finding discrimination during the FY B. Decisions finding discrimination without a hearing: C. Decisions finding discrimination without a hearing broken down by basis: 1. Race: a. American Indian/Alaskan Native:	186 325 346 3 55 FY 2004 #% 0 0 0 0	219 151 764 13 267 FY 2003 #% 0 0 0	225 261 439 15 139 FY 2002 #% 0 0 0	242 335 785 27 70 FY 2001 #% 2/100% 0 0 0	359 568 793 19 201 FY 2000 #% 1/100% 0 0 0	446 327 378 41 236 FY 1999 # % 2/100% 0 0 0
B. Average number of days for Investigation: C. Average number of days for Final Agency Decision: 1. Without a Hearing: 2. With a Hearing: D. Total Number of Complaints Dismissed: E. Average number of days from Receipt to Dismissal: V. Final agency actions finding discrimination during the FY broken down by hearing/no hearing and basis/issue. A. Total number of final agency actions (decisions) finding discrimination during the FY B. Decisions finding discrimination without a hearing: C. Decisions finding discrimination without a hearing broken down by basis: 1. Race: a. American Indian/Alaskan Native: b. American Asian/Pacific Islander:	186 325 346 3 55 FY 2004 #% 0 0 0 0 0	219 151 764 13 267 FY 2003 #% 0 0 0 0	225 261 439 15 139 FY 2002 #% 0 0 0 0	242 335 785 27 70 FY 2001 #% 2/100% 0 0 0 0	359 568 793 19 201 FY 2000 # % 0 0 0 0	327 378 41 236 FY 1999 # % 2/100% 0 0
B. Average number of days for Investigation: C. Average number of days for Final Agency Decision: 1. Without a Hearing: 2. With a Hearing: D. Total Number of Complaints Dismissed: E. Average number of days from Receipt to Dismissal: V. Final agency actions finding discrimination during the FY broken down by hearing/no hearing and basis/issue. A. Total number of final agency actions (decisions) finding discrimination during the FY B. Decisions finding discrimination without a hearing: C. Decisions finding discrimination without a hearing broken down by basis: 1. Race: a. American Indian/Alaskan Native: b. American Asian/Pacific Islander: c. Black:	186 325 346 3 55 FY 2004 #% 0 0 0 0 0 0	219 151 764 13 267 FY 2003 #% 0 0 0 0 0 0	225 261 439 15 139 FY 2002 #% 0 0 0 0 0	242 335 785 27 70 FY 2001 #% 2/100% 0 0 0 0 0	359 568 793 19 201 FY 2000 # % 1/100% 0 0 0 0 0	446 327 378 41 236 FY 1999 # % 0 0 0 0 0 0
B. Average number of days for Investigation: C. Average number of days for Final Agency Decision: 1. Without a Hearing: 2. With a Hearing: D. Total Number of Complaints Dismissed: E. Average number of days from Receipt to Dismissal: V. Final agency actions finding discrimination during the FY broken down by hearing/no hearing and basis/issue. A. Total number of final agency actions (decisions) finding discrimination during the FY B. Decisions finding discrimination without a hearing: C. Decisions finding discrimination without a hearing broken down by basis: 1. Race: a. American Indian/Alaskan Native: b. American Asian/Pacific Islander: c. Black: d. White:	186 325 346 3 55 FY 2004 #% 0 0 0 0 0 0 0 0	219 151 764 13 267 FY 2003 #% 0 0 0 0 0 0 0	225 261 439 15 139 FY 2002 #% 0 0 0 0 0 0 0	242 335 785 27 70 FY 2001 #% 2/100% 0 0 0 0 0 0 0	359 568 793 19 201 FY 2000 #% 1/100% 0 0 0 0 0 0 0	327 378 41 236 FY 1999 # % 2/100% 0 0 0 0 0 0 0

b. Female:	0	0	0	0	0	0
4. Age:	0	0	0	0	0	0
5. Religion:	0	0	0	0	0	0
6. Reprisal:	0	0	0	0	0	0
7. National Origin:	0	0	0	0	0	0
a. Hispanic:	0	0	0	0	0	0
b. Other:	0	0	0	0	0	0
8. Equal Pay Act:	0	0	0	0	0	0
a. Male:	0	0	0	0	0	0
b. Female:	0	0	0	0	0	0
9. Disability:	0	0	0	0	0	0
D. Decisions finding discrimination without a hearing broken down by issue:	0	0	0	0	0	0
1. Appointment/Hire:	0	0	0	0	0	0
2. Assignment of Duties:	0	0	0	0	0	0
3. Awards:	0	0	0	0	0	0
4. Conversion to Full Time:	0	0	0	0	0	0
5. Disciplinary Action:	0	0	0	0	0	0
a. Demotion:	0	0	0	0	0	0
b. Reprimand:	0	0	0	0	0	0
c. Suspension:	0	0	0	0	0	0
d. Removal:	0	0	0	0	0	0
e. Other:	0	0	0	0	0	0
6. Duty Hours:	0	0	0	0	0	0
7. Evaluation/Appraisal:	0	0	0	0	0	0
8. Examination/Test:	0	0	0	0	0	0
9. Harassment:	0	0	0	0	0	0
a. Non-sexual:	0	0	0	0	0	0
b. Sexual:	0	0	0	0	0	0
10. Medical Examination:	0	0	0	0	0	0
11. Pay Including Overtime:	0	0	0	0	0	0
12. Promotion/Non-Selection:	0	0	0	0	0	0
13. Reassignment:	0	0	0	0	0	0
a. Denied:	0	0	0	0	0	0
b. Directed:	0	0	0	0	0	0
14. Reasonable Accommodation:	0	0	0	0	0	0
15. Reinstatement:	0	0	0	0	0	0
16. Retirement:	0	0	0	0	0	0
17. Termination:	0	0	0	0	0	0
18. Terms/Conditions of Employment:	0	0	0	0	0	0
19. Time and Attendance:	0	0	0	0	0	0
20. Training:	0	0	0	0	0	0
21. Other:	0	0	0	0	0	0
E. Decisions finding discrimination after a hearing:	0	0	0	2/100%	1/100%	2/100%
F. Decisions finding discrimination after a hearing broken down by basis:						
1. Race:	0	0	0	N/A	N/A	N/A
a. American Indian/Alaskan Native:	0	0	0	N/A	N/A	N/A
b. American Asian/Pacific Islander:	0	0	0	N/A	N/A	N/A

c. Black:	0	0	0	N/A	N/A	N/A
d. White:	0	0	0	N/A	N/A	N/2
2. Color:	0	0	0	N/A	N/A	N/2
3. Sex:	0	0	0	N/A	N/A	N/2
a. Male:	0	0	0	N/A	N/A	N/2
b. Female:	0	0	0	N/A	N/A	N/2
	0	0	0	N/A	N/A	N/2
4. Age: 5. Religion:		_				N/A
·	0	0	0	N/A	N/A	
6. Reprisal:	0	0	0	N/A	N/A	N/
7. National Origin:	0	0	0	N/A	N/A	N/
a. Hispanic:	0	0	0	N/A	N/A	N/
b. Other:	0	0	0	N/A	N/A	N/
8. Equal Pay Act:	0	0	0	N/A	N/A	N/
a. Male:	0	0	0	N/A	N/A	N/
b. Female:	0	0	0	N/A	N/A	N
9. Disability:	0	0	0	N/A	N/A	N.
G. Decisions finding discrimination without a hearing broken down by issue:	0	0	0	N/A	N/A	N.
1. Appointment/Hire:	0	0	0	N/A	N/A	N.
2. Assignment of Duties:	0	0	0	N/A	N/A	N.
3. Awards:	0	0	0	N/A	N/A	N.
4. Conversion to Full Time:	0	0	0	N/A	N/A	N.
5. Disciplinary Action:	0	0	0	N/A	N/A	N.
a. Demotion:	0	0	0	N/A	N/A	N.
b. Reprimand:	0	0	0	N/A	N/A	N
c. Suspension:	0	0	0	N/A	N/A	N
d. Removal:	0	0	0	N/A	N/A	N
e. Other:	0	0	0	N/A	N/A	N
6. Duty Hours:	0	0	0	N/A	N/A	N
7. Evaluation/Appraisal:	0	0	0	N/A	N/A	N
8. Examination/Test:	0	0	0	N/A	N/A	N
9. Harassment:	0	0	0	N/A	N/A	N
a. Non-sexual:	0	0	0	N/A	N/A	N
b. Sexual:	0	0	0	N/A	N/A	N
10. Medical Examination:	0	0	0	N/A	N/A	N
11. Pay Including Overtime:	0	0	0	N/A	N/A	N
12. Promotion/Non-Selection:	0	0	0	N/A	N/A	N
13. Reassignment:	0	0	0	N/A	N/A	N
a. Denied:	0	0	0	N/A	N/A	N
b. Directed:	0	0	0	N/A	N/A	N
14. Reasonable Accommodation:	0	0	0	N/A	N/A	N.
15. Reinstatement:	0	0	0	N/A	N/A	N.
16. Retirement:	0	0	0	N/A	N/A	N,
17. Termination:	0	0	0	N/A	N/A	N,
		_	_			+
IV Tormal Conditions of Limployments	0	0	0	N/A N/A	N/A N/A	N/
18. Terms/Conditions of Employment:	Λ			• IN/A	1N/A	N/
18. Terms/Conditions of Employment: 19. Time and Attendance: 20. Training:	0	0	0	N/A	N/A	N/

VI. Status of all currently pending complaints	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
A. Number of complaints pending counseling:						
B. Number of complaints pending investigation:	12					
C. Number of complaints pending hearing:	4					
D. Number of complaints pending final agency action:	2					
E. Number of complaints pending decision on appeal:	9					
VII. Complaints not timely investigated	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
A. Number of complaints pending at any time during fiscal year and not						
investigated within the time required by 29 CFR § 1614.106(e)(2):	5	22	22	33	46	38

N/A = *Not Available*